



ESOP 2026

AUSTRALIA

TERMS AND CONDITIONS OF THE EMPLOYER LOAN (payment of your subscription amount)

You are invited to participate in the share offering reserved to employees of the Technip Energies N.V. group ("**ESOP 2026**").

In this context, your employer in Australia offers the possibility for you to pay for your subscription for ordinary share(s) in Technip Energies N.V. ("**Shares**") via (i) a wire transfer from you to your employer in Australia for the whole or part of the subscription amount, to be received after 30 July 2026 and by 20 August 2026, and/or (ii) instalments to be deducted from your salary.

The amount corresponding to your subscription amount will be paid by your employer to Technip Energies N.V. for the Shares and then deducted from your salary or wired to your employer. Thereby, your employer is making a loan to you ("**ESOP Loan**").

The terms and conditions applicable to this ESOP Loan are:

- Your employer will pay to Technip Energies N.V., on your behalf, the subscription amount for the ESOP 2026 Shares that you have specified (to be paid by salary deductions or wire transfer to fund your subscription amount for the Technip Energies N.V. Shares) on the subscription website;
- The ESOP Loan must be repaid by you through (i) deductions made bi-weekly from your after-tax salary over a period of 3 months, starting from 20 August 2026, or (ii) wire transfer to your employer to be received after 30 July 2026 and by 20 August 2026;
- No interest or fees are payable by you in respect of the ESOP Loan; and
- In the event of default of payment on your part of the ESOP Loan, the rights of Technip Energies N.V. or of your local employer against you is wholly limited to forfeiture of your ESOP 2026 interests (being the relevant Shares) acquired using the ESOP Loan.